



**FINANCING GENDER EQUALITY  
IN THE GREEN TRANSITION  
IN SUB-SAHARAN AFRICA:**  
A TOOLKIT TO INTEGRATE GENDER  
IN CLIMATE POLICIES



# FINANCING GENDER EQUALITY IN THE GREEN TRANSITION IN SUB-SAHARAN AFRICA:

## A TOOLKIT TO INTEGRATE GENDER IN CLIMATE POLICIES

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## ACRONYMS

<b>CSOs</b>	Civil Society Organizations
<b>ESG</b>	Environment, Social, and Governance
<b>GBV</b>	Gender-Based Violence
<b>KPIs</b>	Key Performance Indicators
<b>LT-LEDS</b>	Long-Term Low Emissions Development Strategies
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MSMEs</b>	Micro, Small, and Medium Enterprises
<b>NAPs</b>	National Adaptation Plans
<b>NDCs</b>	Nationally Determined Contributions
<b>NTFPs</b>	Non-Timber Forest Products
<b>PES</b>	Payment for Ecosystem Services
<b>RBF</b>	Results-Based Financing
<b>SDGs</b>	Sustainable Development Goals
<b>ToR</b>	Terms of Reference
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women

## ACKNOWLEDGMENTS

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# INTRODUCTION

## Why this toolkit?

The ongoing transition to a low carbon economy is leading to important socio-economic transformation in many countries in sub-Saharan Africa. The green transition can help governments align their development priorities and strategies and leverage the green transformation to deliver other development goals. Gender equality and women's and youth employment are critical priorities across many countries in sub-Saharan Africa for example. The formulation of climate change and green transition policies such as National Determined Contributions (NDCs) or National Adaptation Plans (NAPs) can help governments accelerate progress towards gender equality, leveraging multiple gender equality co-benefits and achieving positive outcomes for women's empowerment, while accelerating climate action.

Integrating gender equality considerations in the NDCs and other climate policies ensures that climate policies and actions address the various priorities, needs, roles, and contributions of women, men and marginalized groups. Examples of dual outcomes of key gender equality and climate actions in NDCs include: equal participation of women, men and marginalized groups in decision-making processes related to climate action; enhanced economies that ensure equal opportunities to green jobs and entrepreneurship opportunities for women, men and marginalized groups; women's and men's equitable access to financial, technological, and capacity building needed for climate resilience; addressing gender-specific vulnerabilities by improving access to healthcare, clean water, and safe housing; and capacity-building targeting women and women's groups to enhance their skills in climate-smart agriculture, disaster preparedness, and green technologies.

## Why now?

As countries are in the process of revision of their national determined contributions and development of their NDC 3.0, which are to be submitted in 2025, this toolkit offers policy makers and advocates a simple framework to look at the NDC through a gender equality lens in order to identify and maximize potential gender equality co-benefits associated to climate change mitigation and adaptation. The most recent analyses of how gender equality has been integrated into NDCs show significant progress between the first and second round of documents, but also important gaps. The moment to act to address those gaps in the formulation of the new strategies is now, and this toolkit is meant to help users in that task.

## What is this toolkit?

This toolkit helps governments and other stakeholders involved in the process of formulation or revision of climate change and green transition policies such as National Determined Contributions (NDCs) or National Adaptation Plans (NAPs) to identify opportunities to maximize co-benefits of gender equality and climate action. It uses a sectoral approach, identifying gender-climate nexus in the key sectors of NDCs in Sub-Saharan Africa, namely: agriculture, forestry and coastal ecosystems, energy, transport, waste, water, and disaster risk reduction. For each of these sectors, the toolkit includes a summary of the main gender impacts and co-benefits and provides a checklist to help obtain information about them at the national level.

An important focus of the toolkit is on financing of gender equality priorities in the NDCs, by helping decision-makers to identify opportunities for financing of gender equality actions in the NDC process.



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It does so through finance-related questions for each sector and one standalone module on Financing for Gender Equality in NDCs.

The toolkit also includes an initial cross-cutting checklist (Module 1) that applies to the NDC process in general, regardless of the sector; sample terms of reference (ToR) for a consultant to support the process of applying this tool to a national policy process; a list of additional resources on gender equality and climate change; and a template with the outline for a 'gender report' to consolidate all the information gathered through the process of applying the toolkit.

### Who is this toolkit for?

This toolkit is best used in multi-stakeholder processes that target policymakers, civil society and other key actors involved in the formulation of climate change and green transition policies such as National Determined Contributions (NDCs) or National Adaptation Plans (NAPs).

### How to use this toolkit?

First, the toolkit can be used to identify and prioritize dual outcomes of gender equality and climate actions through :

- a) multi-sector, multi-stakeholder dialogues (using the toolkit in its entirety) or
- b) sectoral identification of gender-climate nexus by using sector checklists as stand-alone tools.

Secondly, once the co-benefits of gender and climate in the context of the policy have been identified and prioritized, a second stage would consist of substantiating those co-benefits identified with secondary information available at the country level – via national statistics, or existing research and data on gender and climate change. The toolkit includes a template to guide teams in producing a 'gender report' as an output of the two stages of the process and an input to the NDC formulation.

Complementary resources to support gender-responsive climate action. This toolkit has been developed by UN Women Regional Offices for West and Central Africa and for East and Southern Africa and is based on UN Women's experience in building the capacity of different stakeholders to mainstream gender equality considerations in climate change and green transition policies in Sub-Saharan African countries. The toolkit complements other resources produced by UN Women to support Gender Responsive Climate Action at the global, regional and national levels. For example, users can refer to the publication [Insights from the Gender Equality and Climate Change Scorecard](#) for an analysis of gender co-benefits in previous rounds of NDCs and to [Step-by-Step Methodology to Integrate Gender in LT-LEDS](#) for an example of how to operationalize gender co-benefits in other climate instruments.

# Module 1

## Gender equality considerations in the NDC document



### Mitigation (Article 4)

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- 1 Does the NDC recognize the differentiated impact on women and men from emissions from sectors like energy, transportation, waste, agriculture and forestry?
- 2 Does the NDC recognize the differentiated contributions of women and men to emissions reduction, particularly in sectors like energy, transportation, waste, agriculture and forestry?
- 3 Are there gender-responsive targets on mitigation that acknowledge women's participation in activities such as clean energy, efficient cookstoves, and sustainable agricultural practices?
- 4 Does the NDC refer to promoting equitable access to and control over cleaner, more efficient and affordable resources and technologies (e.g. cookstoves, solar energy) to reduce emissions and enhance livelihood opportunities for women, men and marginalized groups?
- 5 Are there specific indicators or goals to measure the social and environmental benefits of mitigation efforts for women, men and marginalized groups?
- 6 Does the NDC include measures to support women's livelihoods, access to green jobs, green finance and skills development in mitigation actions in sectors like energy, transportation, waste, agriculture and forestry (e.g. training in solar energy provision)?
- 7 How does the NDC support equitable participation and leadership in decision-making structures around mitigation at national and/or local level?



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## Adaptation (Article 7)

- 8 Does the NDC recognize the differentiated resilience-building capacities of women and men, proposing gender-specific actions to enhance adaptation?
- 9 Are there specific adaptation strategies that support gender equality and women's empowerment?
- 10 Are there specific strategies that support women's access to and control over water for productive and domestic uses?
- 11 Does the NDC refer to specific adaptation strategies that support women's adaptation efforts, e.g. in improvement of livestock management, introduction of climate-smart agriculture practices, disasters risk reduction, management of agricultural waste, water and land management, and expansion of the use of renewable energy sources?
- 12 Does the NDC include measures to strengthen land rights and ensure access and control of land and tenure security for all, and particularly for women?
- 13 Does the NDC include gender-responsive targets related to adaptation, and reference to address gender in climate vulnerabilities and risk assessments for adaptation efforts?
- 14 Are there gender-sensitive indicators to measure the reduction of gender inequalities and collect sex-disaggregated data for monitoring of adaptation actions?
- 15 How does the NDC support women's participation and leadership in decision-making structures around adaptation at national and/or local level?



## Means of Implementation



### Finance (Article 9)

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- 16** Does the NDC incorporate gender-responsive climate budgeting with specific resources assigned to support actions targeting women, youth and marginalized groups?
- 17** Are gender equality issues incorporated into budget cycle and resource mobilization strategies?
- 18** Are there provisions for grassroots women's organizations to access climate finance?
- 19** Does the NDC promote gender-responsive climate finance instruments and mechanisms that target women-owned or women-led initiatives?
- 20** Are there regulations, policies or programs that support women and women-led businesses or enterprises, particularly Micro, Small and Medium Enterprises (MSMEs) in the green economy?
- 21** Does the NDC promote the integration of gender consideration into responsible business practices and operations of the private sector and financial sector actors or entities, for example, Environment, Social and Governance (ESG) practices and financial instruments?
- 22** How do climate finance policies and programs involve equal participation of women, men and marginalized groups in consultation, and decision-making process?

## Technology Development and Transfer (Article 10)

- 23** Does the NDC include a gender-responsive Technology Needs Assessment (TNA), considering local contexts and women's and marginalized groups access to climate-related technology?
- 24** Does the NDC promote gender mainstreaming in technology access, information, and training?
- 25** Does the NDC promote gender-responsive digital technology access and protect property rights of innovators across different sectors?
- 26** Are there specific actions to ensure women's participation in technology development and transfer?



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## Capacity Building (Article 11)

- 27** Does the NDC include capacity-building programs that target women's and marginalized groups' skills development, re-skilling, and mentorship?
- 28** Does the NDC include capacity-building programs that target gender equality and women's empowerment in specific sectors like renewable energy and agriculture?
- 29** Are there mechanisms to strengthen institutional capacities in integrating gender considerations, especially in decision-making processes?
- 30** Does the NDC promote the development of skills and leadership capacities for women in green and climate-related sectors?



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## Transparency (Article 13) and Monitoring

- 31** Are there explicit gender equality criteria in performance objectives and results measurement frameworks?
- 32** Does the NDC include a gender impact analysis of proposed projects or programs?
- 33** Does the NDC require the collection and use of sex-disaggregated data in measuring progress on climate action and climate finance?
- 34** Are there gender-specific indicators within the monitoring and evaluation (M&E) frameworks to track the gender impact of mitigation and adaptation actions?
- 35** Is there a regular assessment of the gender equality impacts of funding allocations?
- 36** Are there participatory approaches included in the M&E framework to ensure women's voices and perspectives are fully taken into account?
- 37** Are there gender-responsive indicators that measure qualitative aspects, such as women's empowerment, participation in decision-making, or shifts in gender roles due to climate interventions?
- 38** Does the NDC include provisions for capacity building on gender data collection and analysis at local and national levels?

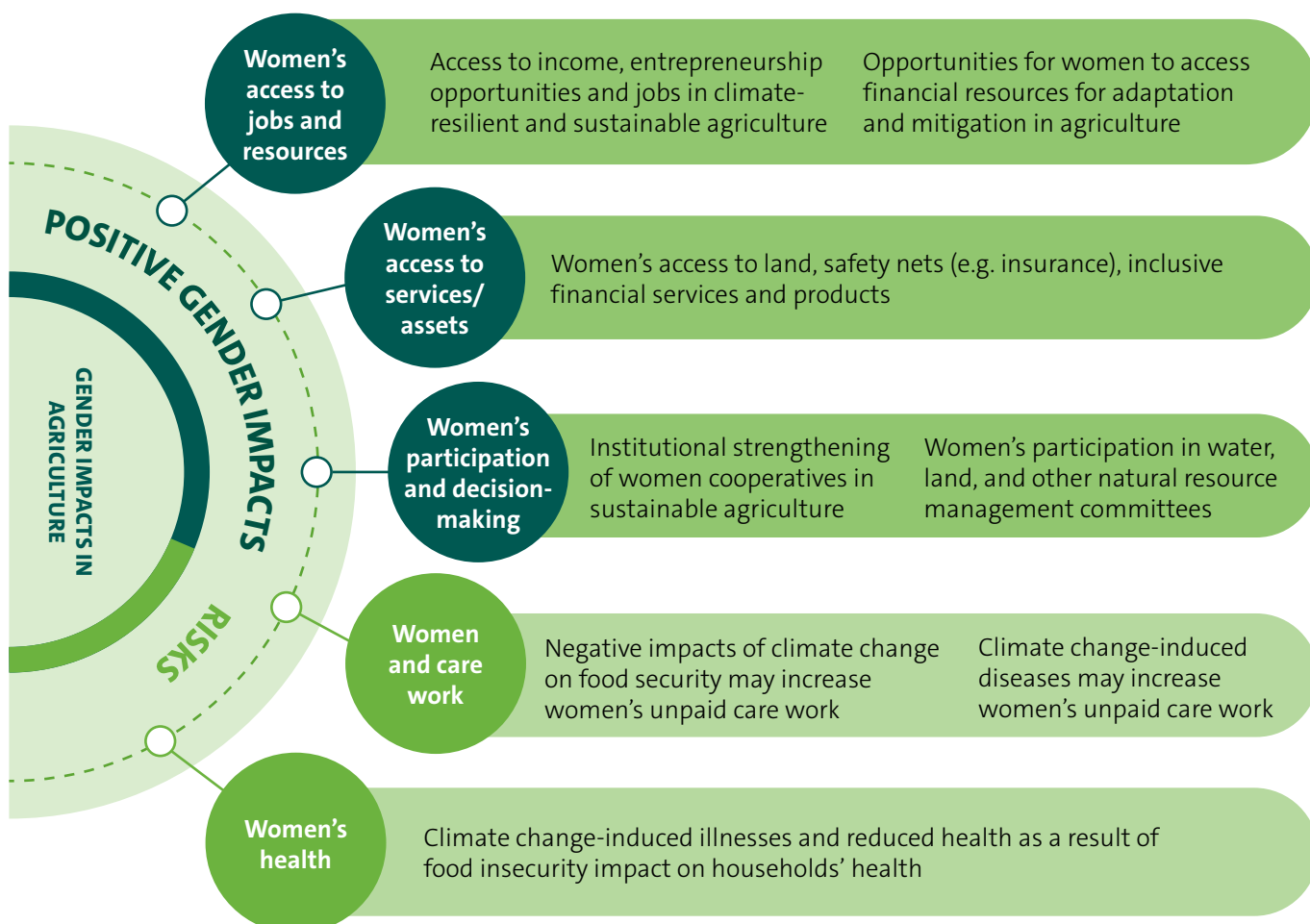
# Module 2

## Gender equality in climate change and green transition policies – Agriculture



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### Examples of potential gender impacts in agriculture



# Checklist : Gender equality in climate change and green transition policies – Agriculture

## Women's access to opportunities in climate-resilient agriculture

1

Are actions planned in the agriculture sector likely to have any positive impacts on women and girls or reduce inequalities between women and men, in relation to :

- Access to climate-smart agricultural technologies and inputs?
- Access to land for agricultural production?
- Access to extension services for climate-smart agricultural practices?
- Access to agricultural insurance (for crops or livestock) and other social protection mechanisms?
- Access to finance for increased agricultural production (including access to climate finance, affordable financial resources for agricultural businesses and activities, etc.)?
- Access to time and labor-saving technologies for productive (e.g. water pumps) and domestic purposes (e.g. time-saving small appliances)?
- Unpaid care work reduction, redistribution and recognition?
- Women's reduced exposure to gender-based violence?
- Decision-making in agricultural/rural/community processes and institutions?
- Women's and households' health and nutrition?

2

Are any of the above impacts likely to affect young women/men in particular? Which ones?

3

Are actions in the agriculture sector expected to have an impact on household's food security? Will it be positive or negative? How can this affect female members of the household?

## Women's access to green jobs and income opportunities in the agriculture sector

4

Does the policy address with concrete actions the main obstacles for women to access jobs and income-generating opportunities in sustainable or climate-resilient agricultural value chains?

- Lack of finance
- Lack of technical skills
- Weak organizational capacity of women cooperatives
- Limited access to land
- Social norms
- Lack of time due to unpaid care work
- Other

5

Does the policy include concrete actions specifically to ensure that green jobs in the agriculture sector are decent jobs and account for needs of women and young women?

- Inclusion of gender-sensitive social protection measures
- Provision of flexible working arrangements, childcare facilities, maternity leave
- Provision of skills for the employment in the green economy
- Other actions

## Financing gender equality in green transition and climate change policies in the agriculture sector

6

Does the policy include concrete actions to improve women's access to climate financial support, products and services?

- Capacity building/financial literacy of women and their cooperatives or organizations
- Green finance products and services adapted to women entrepreneurs in the green economy
- Simplified procedures for small businesses and organizations to access affordable finance
- Development and implementation of instruments that are designed to de-risk financing for women entrepreneurs and grassroots organizations in agriculture, such as guarantee funds or national crop insurance schemes

7

Does the climate policy include concrete financing strategies and mechanisms that the public sector can implement to finance gender equality measures?

- Gender equality KPIs in national climate finance funds and financial instruments (e.g. sex-disaggregated targets, programs and initiatives that are tailored to women's needs in agriculture, women's windows/earmarked funds)
- Leveraging gender-responsive and climate-responsive budgeting initiatives to allocate public resources to support women's participation and empowerment in the green economy
- Creating an enabling policy and regulatory environment to support financial entities to develop inclusive finance products and services that are tailored to the needs of women in agriculture
- Equal participation of women, men and vulnerable groups in financing decision-making processes including budget cycle, fiscal policy tools such as taxation, budget etc.

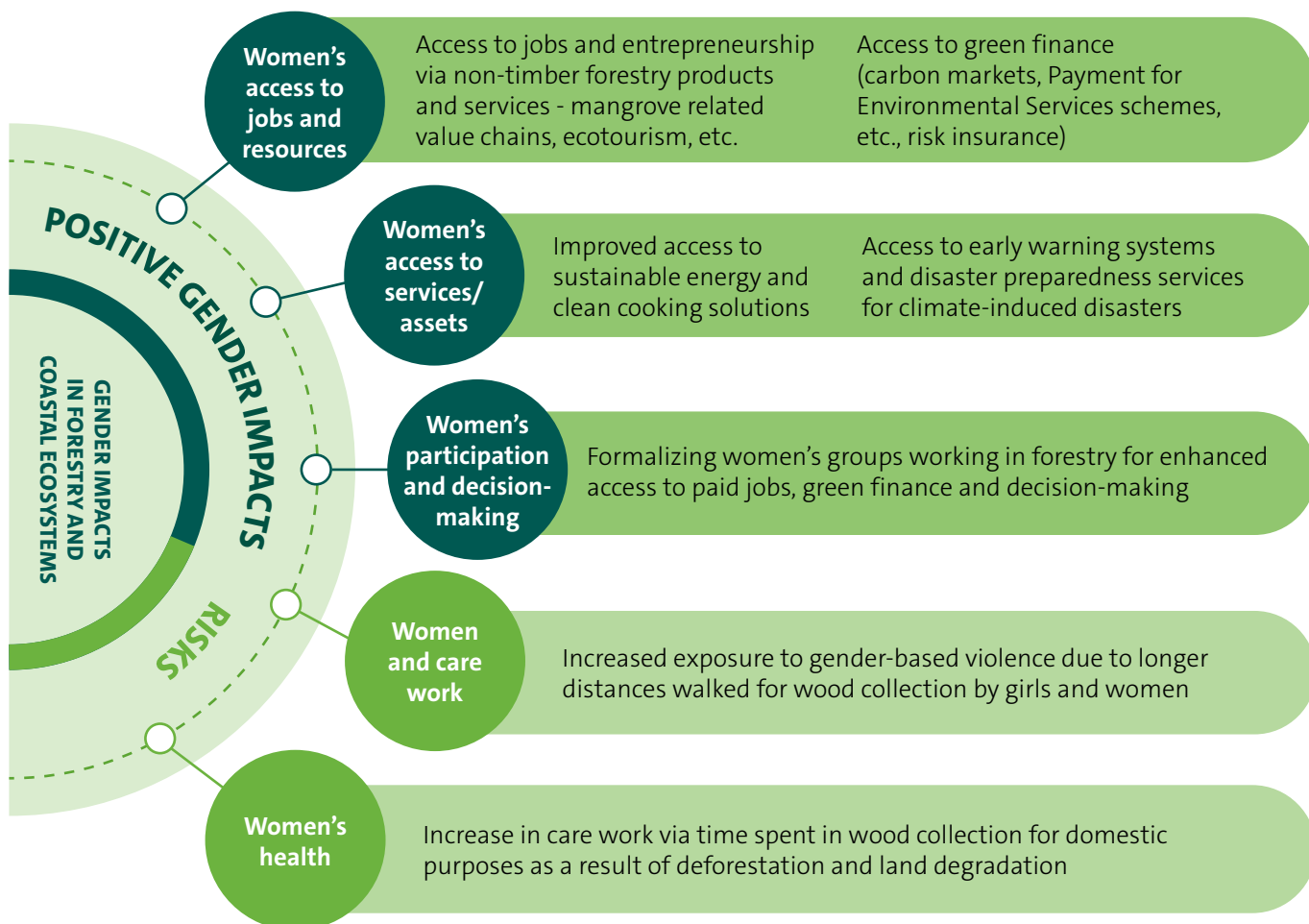
# Module 3

## Gender equality in climate change and green transition policies – Forestry and Coastal Ecosystems



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### Examples of potential gender impacts in the forestry and coastal ecosystems sectors



# Checklist : Gender equality in climate change and green transition policies – Forestry and Coastal Ecosystems

## Women's access to opportunities in forestry and coastal ecosystems

1

Are actions planned in the Forestry and Coastal sectors likely to have positive impacts on women and girls or reduce inequalities between women and men in relation to:

- Access to training, information, technologies, and practices for sustainable forestry and coastal ecosystems management?
- Opportunities in non-timber forestry value chains (e.g. shea, ecotourism, forest restoration) and coastal value chains (e.g. mangrove restoration, seaweed farming, sustainable fisheries and seafood farming)?
- Access to entrepreneurial opportunities in forestry- and coastal ecosystem- based businesses?
- Access to green and blue finance, such as carbon markets, Payment for Ecosystem Services (PES), and blue economy initiatives?
- Participation in governance structures, such as forestry committees, coastal management committees, and fisheries management committees?
- Reduction in exposure to gender-based violence, particularly due to resource collection (e.g. firewood from mangroves) or unsafe working environments?
- Improvement of health outcomes through access to nutritious non-timber forest products (NTFPs) and sustainable coastal/marine resources?

2

Are any of the above impacts likely to affect young women/men in particular? Which ones?

3

Do actions in the forestry and coastal sectors address the unpaid care work burden caused by deforestation or environmental degradation in coastal areas? How are these impacts addressed?

## Women's access to green jobs and income opportunities in the forestry and coastal ecosystems sectors

4

Does the policy address with concrete actions the main obstacles preventing women from accessing green jobs or income-generating opportunities in forestry and coastal ecosystems value chains?

- Lack of access to finance tailored to women
- Limited technical skills or capacity for value chain participation
- Weak organizational capacity of women's cooperatives or groups
- Limited access to land, forests, and marine/coastal ecosystems and resources
- Social norms and stereotypes that constrain women's participation
- Unpaid care work that limits women's time and availability
- Other obstacles



**5**

Does the policy include concrete actions specifically to ensure that green jobs in the forestry and coastal sectors are decent jobs and account for the needs of women and young women?

- Inclusion of gender-sensitive social protection measures
- Provision of flexible working arrangements, childcare facilities, maternity leave
- Provision of skills for the employment in the green economy
- Technical assistance, capacity building and institutional strengthening of women's groups working informally in forestry or coastal value chains
- Capacity building and technical assistance for ecological certification to access green markets
- Other actions

## Financing gender equality in green transition and climate change policies in forestry and coastal sectors

**6**

Does the policy include concrete actions to improve women's access to climate financial support, products and services?

- Capacity building/financial literacy for women and their groups or organizations to better understand financial instruments and opportunities in forestry and coastal ecosystems
- Nature-focused finance solutions to include women entrepreneurs in forestry and coastal value chains
- Simplified procedures for women-led businesses to access climate finance, including carbon finance, PES schemes, and innovative green and blue funds
- Establishing guarantee funds and other mechanisms to de-risk financing for women entrepreneurs and grassroots organizations in forestry and management of coastal ecosystems

**7**

Does the climate policy include concrete financial strategies and mechanisms that the public sector can implement to finance gender equality measures?

- Gender equality KPIs in national climate finance funds and financial instruments (e.g. sex-disaggregated targets, programs and initiatives that are tailored to women's needs in nature resource management and forestry and coastal ecosystem protection, women's windows/earmarked funds)
- Leveraging gender-responsive and climate-responsive budgeting initiatives to allocate public resources to support women's participation and empowerment in the forestry value chain and coastal ecosystem
- Creating an enabling policy and regulatory environment to support financial entities to develop products and services that are tailored to the needs of women
- Equal participation of women, men and vulnerable groups in financing decision-making process including budget cycle, fiscal policy tools such as taxation, levy and fees for deforestation, and biodiversity offset etc.

Does the policy include concrete measures the private sector and financial institutions can implement to facilitate women's access to climate finance?

- Providing financing mechanisms targeting women entrepreneurs in forestry and coastal ecosystems
- Nature-based financial products that are tailored to the specific needs of women working in the forestry and coastal sector
- Developing innovative solutions (digitalization, etc.) to support the financial inclusion of women entrepreneurs and grassroots organizations in the forestry sector and management of coastal ecosystems
- Increase investing in nature-based asset classes that tackle gendered needs in timberland and forestry, coastal areas management

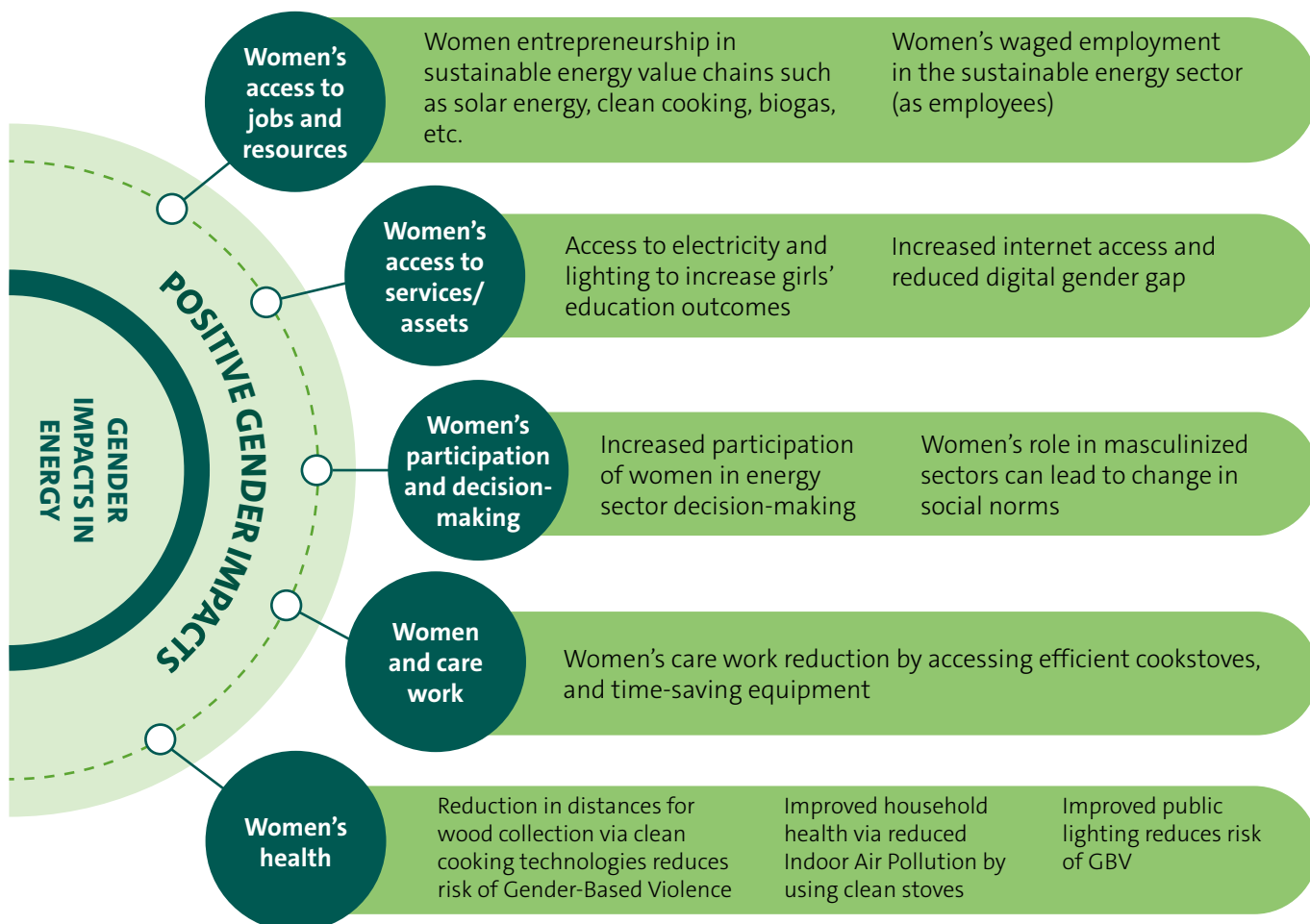
# Module 4

## Gender equality in climate change and green transition policies – Energy



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### Examples of potential gender impacts in the energy sector



# Checklist : Gender equality in climate change and green transition policies – Energy

## Women’s access to opportunities in the energy sector

**1** Are actions planned in the Energy sector likely to have positive impacts on women and girls or reduce inequalities between women and men in relation to :

- Access to energy for productive uses (e.g. energy for small businesses, water pumping)?
- Access to energy for domestic needs (e.g. cooking and other household tasks)?
- Access to affordable energy for heating and cooling?
- Access to energy services for health, education, and communication?
- Access to time and labor-saving technologies through energy (e.g. efficient stoves, electric cooking)?
- Unpaid care work?
- Women’s exposure to gender-based violence?
- Decision-making in energy governance-related processes and institutions?
- Women’s and households’ health (e.g. reduced indoor air pollution through clean cooking)?

**2** Are any of the above impacts likely to affect young women/men in particular? Which ones?

**3** Do actions in the energy sector have an impact on households’ energy security? Will it be positive or negative? How can this affect women and girls in the household?

**4** Do actions under the policy in the energy sector consider the need for energy access and affordability for both domestic and productive purposes?

## Women’s access to green jobs and income opportunities in the energy sector

**5** Does the policy address with concrete actions the main obstacles for women to access jobs and income-generating opportunities in the renewable energy value chains?

- Lack of finance
- Lack of technical skills
- Limited access to training and certification
- Social and cultural norms
- Lack of time due to unpaid care work
- Lack of access to networks and mentorship
- Lack of information
- Other

**6**

Does the policy include concrete actions specifically to ensure that green jobs in the energy sector are decent jobs and account for women's needs?

- Inclusion of social protection provisions (e.g. healthcare, pension)
- Provision of flexible working arrangements, childcare facilities, maternity leave
- Provision of safe working conditions
- Equal pay for equal work
- Provision of skills for employment in the green economy
- Other actions

## Financing of gender equality in green transition and climate change policies in the energy sector

**7**

Does the policy include concrete actions to improve women's access to climate financial support, products and services?

- Capacity building/financial literacy of women and their cooperatives or organizations in energy access projects
- Green finance products and services adapted to women entrepreneurs working in the renewable energy sector
- Simplified procedures for small businesses/organizations in energy sector to access affordable finance
- Development of financial mechanisms that support re-skilling women in high emission and transition industries
- Development and implementation of guarantee instruments that are designed with a gender lens to de-risk financing for women entrepreneurs and grassroots organizations

**8**

Does the policy include concrete financing strategies and mechanisms that the public sector can implement to finance gender equality measures?

- Gender equality KPIs in national climate finance funds and financial instruments (e.g. sex-disaggregated targets, programs and initiatives that are tailored to the gendered needs in agriculture, women's windows/earmarked funds)
- Leveraging gender-responsive and climate-responsive budgeting initiatives to allocate public resources to women entrepreneurs in the green energy sector
- Creating an enabling policy and regulatory environment to support financial entities to develop inclusive finance products and services that are tailored to the needs of women in the energy sector
- Supporting gender-sensitive carbon markets projects, PES schemes and other results-based financing (RBF) schemes
- Equal participation of women, men and vulnerable groups in financing decision-making processes including budget cycle, fiscal policy such as carbon taxations, and carbon finance etc.

**9**

Does the policy include concrete measures that the private sector can implement to facilitate women's access to climate finance?

- Developing and distributing financial products that are tailored to the specific needs of women
- Developing innovative solutions (digitalization, etc.) to support the financial inclusion of women entrepreneurs and grassroots organizations in the renewable energy sector
- Mobilizing funding to women-led climate-resilient projects in renewable energy, including clean cooking, through their corporate social responsibility programs
- Increase investing in women-led green and climate action initiatives, including social outcome-based markets

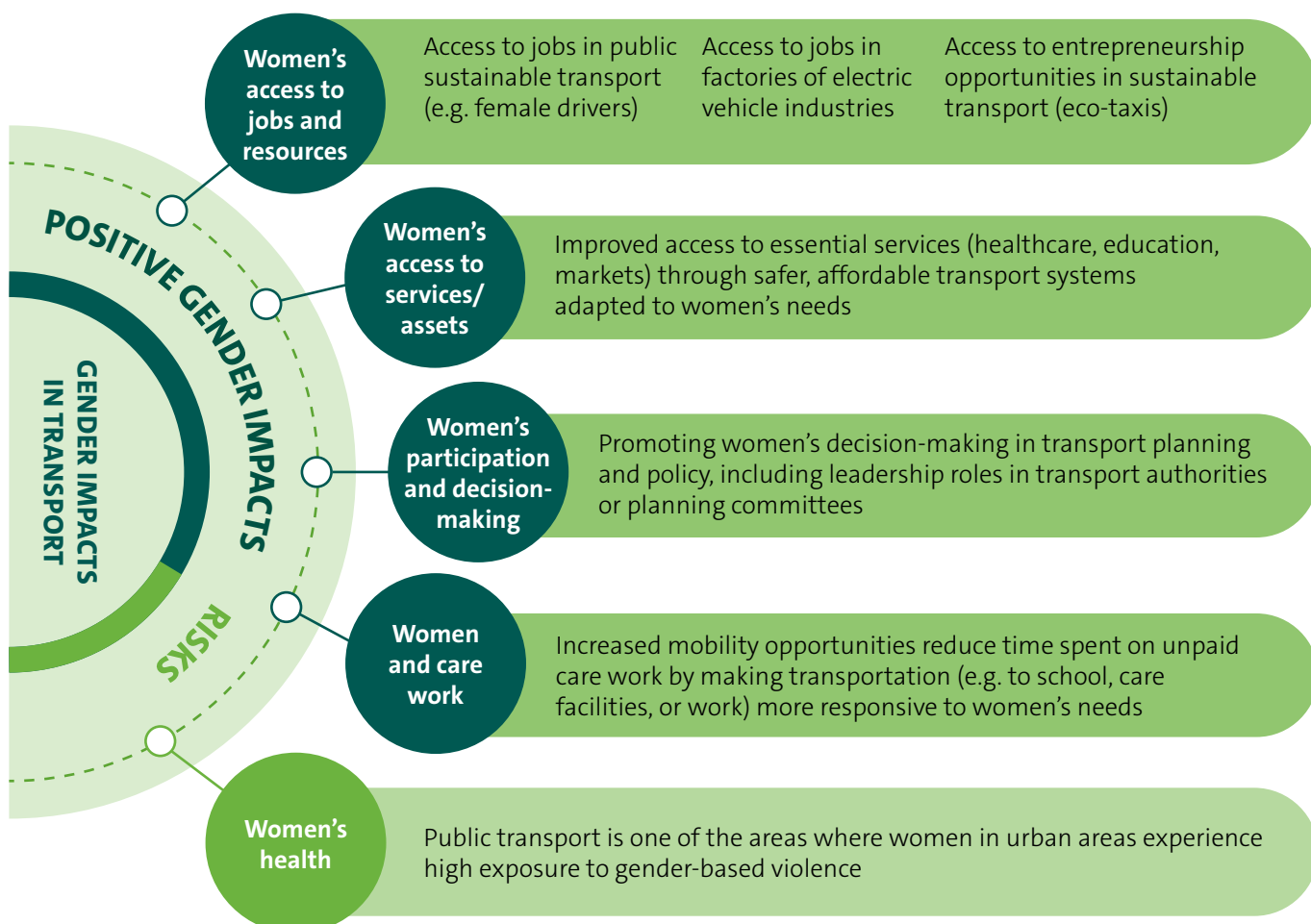
# Module 5

## Gender equality in climate change and green transition policies – Transport



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### Examples of potential gender impacts in transport



# Checklist : Gender equality in climate change and green transition policies – Transport sector

## Women's access to opportunities in sustainable transport

1

Are actions planned in the policy in the transport sector likely to have any positive impacts on women and girls or reduce inequalities between women and men, in relation to:

- Access to safe, inclusive, affordable, and accessible transport?
- Access to public transport services adapted to women's needs (e.g. buses, trains, taxis routes and schedules, safety to prevent GBV, etc.)?
- Access to cycle lanes, pedestrian-friendly infrastructure, and low-cost bicycle programs?
- Access to shared mobility platforms (e.g. ridesharing, on-demand transport)?
- Access to childcare and family-friendly transport options (e.g. buses/trains with space for strollers)?
- Participation in decision-making processes related to transport planning and infrastructure?
- Women's reduced exposure to gender-based violence (GBV) in transport spaces (e.g., harassment, violence or theft on public transport or during travel)?
- Unpaid care work related to transportation (e.g. routes and schedules adapted to women's transport needs and patterns)?

2

Are any of the above impacts likely to affect young women/men in particular? Which ones?

3

Are actions in the transport sector expected to improve household mobility or access to basic services (e.g. healthcare, education, work)? How could this affect women and girls in the household?

4

Do the transport sector consider the intersection of household mobility needs and women's care responsibilities (e.g. access to healthcare and childcare services, support for care related trips)?

## Women's access to green jobs and income opportunities in the transport sector

5

Does the policy address with concrete actions the main obstacles for women to access jobs and income-generating opportunities in sustainable transport ?

- Lack of finance or access to financial resources (e.g. for transport entrepreneurship activities)
- Lack of technical or vocational skills
- Gendered social norms or stereotypes (male-dominated sector)
- Limited access to networks or mentorship
- Unpaid care work responsibilities
- Other barriers



**6**

Does the policy include concrete actions specifically to ensure that green jobs in the transport sector are decent jobs and account for women's needs?

- Inclusion of social protection (e.g. maternity leave, paid sick leave)
- Provision of flexible working arrangements (e.g., part-time, remote work)
- Offer childcare facilities or family-friendly workplace policies
- Provision of skills for employment in the green economy
- Ensuring fair wages and equal pay for equal work
- Other actions

## Financing gender equality in green transition and climate change policies in sustainable transport

**7**

Does the policy include concrete actions to improve women's access to climate financial support, products and services?

- Capacity building/financial literacy of women and their organizations in the transport sector
- Sustainable finance products adapted to women entrepreneurs in the transport sector
- Simplified procedures for women-led businesses to access affordable finance
- Affordable public transport projects and products to connect women and girls, especially in remote and rural areas close to school, hospital, markets other communities' facilities, and reduce their commuting costs
- National guarantee funds to de-risk financing for women entrepreneurs and grassroots organizations in the transport sector

**8**

Does the policy include concrete financing strategies and mechanisms that the public sector can implement to finance gender equality measures?

- Gender equality KPIs in national climate finance funds and financial instruments (e.g. sex-disaggregated targets, programs and initiatives that are tailored to the gendered needs in transport access and safety, women's windows/earmarked funds)
- Gender-responsive climate finance policies or funds targeting women in the green transport
- Leveraging gender-responsive and climate-responsive budgeting initiatives to allocate public resources to support women's access and safety in transportation
- National policies to support women-led green transport initiatives
- Creating an enabling policy and regulatory environment to support financial entities to develop inclusive finance products and services that are tailored to the needs of women in transportation

**9**

Does the policy include concrete measures the private sector or financial sector can implement to facilitate women's access to green transport?

- Private sector mentorship or networking opportunities for women entrepreneurs in transport
- Development of financing products tailored for women in transport (for example, lease finance for vehicles)
- Develop innovative solutions, such as digitalization, to support the financial inclusion of women entrepreneurs and grassroots organizations in the transport sector
- Fund women-led climate-resilient projects in the transport sector through their corporate social responsibility programs
- Invest in gender-responsive sustainable transport and public transport to improve women's safety, accessibility and affordability in transport

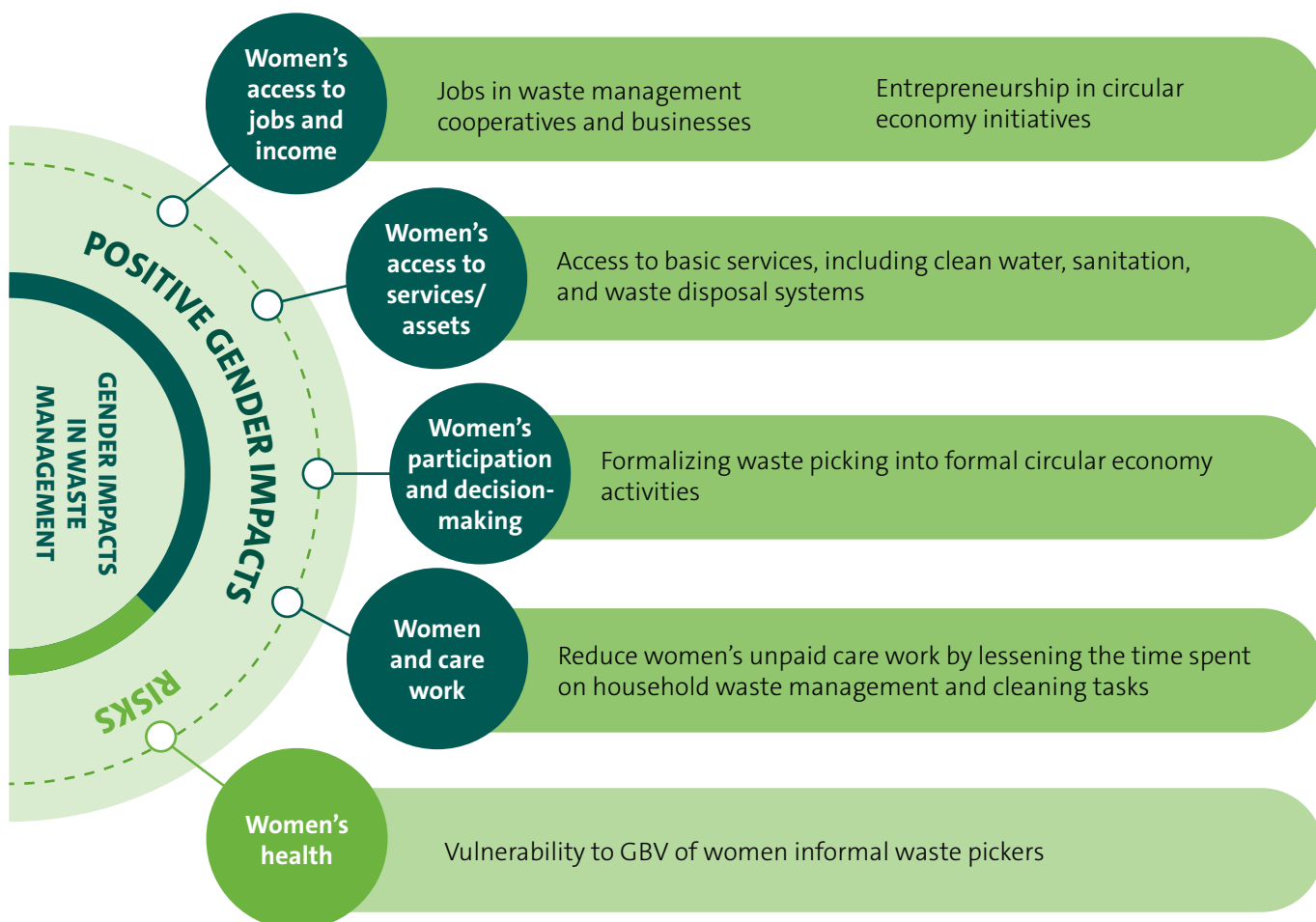
# Module 6

## Gender equality in climate change and green transition policies – Waste



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### Examples of potential gender impacts in relation to the waste sector



# Checklist : Gender equality in climate change and green transition policies – Waste sector

## Women's access to opportunities in waste management

- 1 Are actions planned in the waste sector likely to have any positive impacts on women/ girls or reduce inequalities between women and men, in relation to:
  - Access to cleaner, safer waste management and sanitation systems?
  - Access to training and capacity-building for waste management and sanitation (recycling, composting, etc.)?
  - Access to waste management technologies (e.g. waste segregation, recycling technologies)?
  - Access to financial support for waste management and sanitation businesses?
  - Women's exposure to gender-based violence in waste management sectors (e.g. at disposal/collection points or treatment sites)?
  - Decision-making in waste management-related community processes and institutions?
  - Women's health and hygiene (e.g. reducing exposure to hazardous waste, improving sanitation)?
  - Women's unpaid care work (e.g. reducing time spent on waste-and sanitation-related chores or illness management)?

- 2 Are any of the above impacts likely to affect young women/men in particular? Which ones?

- 3 Are actions in the waste sector expected to have an impact on the community's waste management and sanitation practices and health? Will it be positive or negative? How can this affect female members of the community?

- 4 Do actions in the waste sector consider the need for integrating waste management and sanitation systems with other community needs (e.g. water supply, sanitation, and health)?

## Women's access to green jobs and income opportunities in the waste management sector

- 5 Do actions in the policy promote women's access to waste management- and sanitation-related jobs (collection, sorting, recycling/upcycling, etc.)?

- 6 Do actions in the policy promote women's access to income-generating activities from waste management and sanitation (e.g., waste recycling businesses, composting)?

**7**

Does the policy address with concrete actions the main obstacles for women to access jobs and income-generating opportunities in sustainable and climate-resilient waste management and sanitation value chains?

- Lack of finance
- Lack of organization and informality of waste businesses/cooperatives
- Lack of technical skills
- Limited access to waste management and sanitation infrastructure
- Social norms
- Lack of time due to unpaid care work
- Gender bias in waste management and sanitation jobs
- Other

**8**

Does the policy include concrete actions specifically to ensure that green jobs in the waste management sector are decent jobs and account for women's needs?

- Inclusion of social protection measures (e.g., healthcare, retirement benefits)
- Offer flexible working arrangements/childcare facilities
- Gender-sensitive policies in the waste management sector
- Formalization and improved working conditions
- Provision of skills for employment in the green economy
- Other actions

## Financing gender equality in green transition and climate change policies in waste management

**9**

Does the policy include concrete actions to improve women's access to climate financial support, products and services?

- Capacity building/financial literacy for women and their organizations in waste management and sanitation
- Climate finance products adapted to the needs of women working in waste management and sanitation (such as insurance)
- Simplified procedures for small businesses and organizations to access financial support for waste management and sanitation
- Development of financial products and mechanisms tailored to women's needs (e.g., loans, insurance, credits)
- Put in place guarantee funds to de-risk financing for women entrepreneurs and grassroots organizations in the waste management and sanitation sector

**10**

Does the financing strategy of the policy include concrete mechanisms that the public sector can implement to finance gender equality measures in the policy?

- Gender equality KPIs in national climate finance funds and financial instruments (e.g. sex-disaggregated targets, programs and initiatives that are tailored to the gendered needs in waste access and safety, women's windows/earmarked funds)
- Gender-responsive climate finance policies or funds targeting women in green waste
- Leveraging gender-responsive and climate-responsive budgeting initiatives to allocate public resources to support women's needs
- National policies to support women-led green waste initiatives
- Creating an enabling policy and regulatory environment to support financial entities to develop inclusive finance products and services that are tailored to the needs of women

**11**

Does the policy include concrete measures the private sector and financial institutions can implement to facilitate women's access to climate finance?

- Provide gender-responsive financial services and schemes for women-led businesses in the waste management sector (credit schemes, incubators, accelerators)
- Invest in gender-responsive waste management innovations (e.g. circular economy, recycling technologies)
- Develop financial products that are tailored to the specific needs of women working in waste management, circular economy, and sanitation sectors (e.g. health insurance)
- Develop innovative solutions, such as digitalization, to support the financial inclusion of women entrepreneurs and grassroots organizations in the waste management sector
- Fund women-led climate-resilient projects in waste management through their corporate social responsibility programs

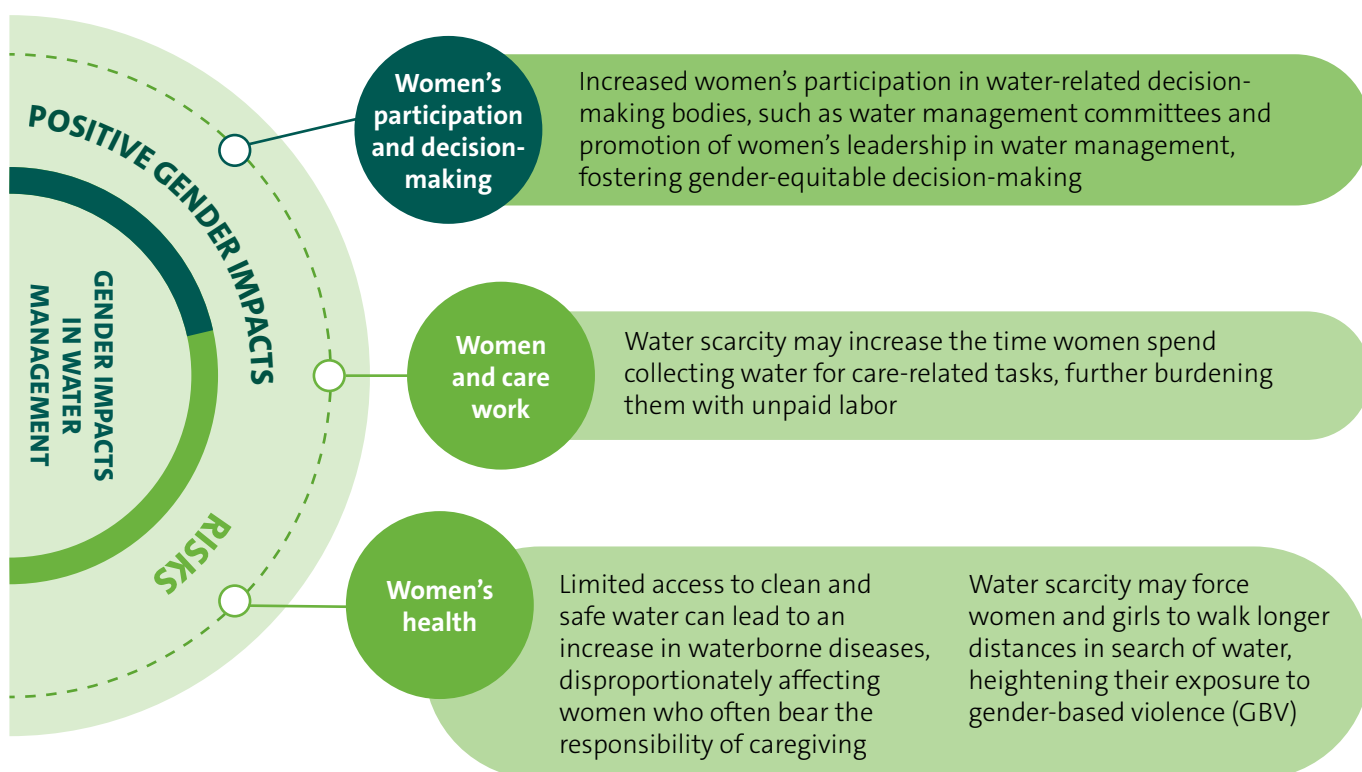
# Module 7

## Gender equality in climate change and green transition policies – Water



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### Examples of potential gender impacts in relation to water and climate policies



# Checklist : Gender equality in climate change and green transition policies – Water

## Women's access to Water in the context of climate change

**1** Are actions planned in the water sector likely to have any positive impacts on women and girls or reduce inequalities between women and men, in relation to :

- Access to safe, clean, and affordable water for domestic and productive use?
- Access to time-saving water technologies (e.g., water pumps, boreholes)?
- Access to water infrastructure (e.g., communal taps, water collection points)?
- Participation in water governance and decision-making bodies (e.g., water user associations and water management committees)?
- Access to financial resources for water-related projects (e.g., water supply systems, rainwater harvesting systems)?
- Access to education and training on water conservation and management technologies?
- Unpaid care work related to water collection and management?
- Women's exposure to gender-based violence related to water collection?

**2** Are any of the above impacts likely to affect young women/men in particular? Which ones?

**3** Are actions in the water sector expected to have an impact on household water security? Will it be positive or negative? How can this affect female members of the household?

**4** Do actions under the policy in the water sector consider the need for equitable distribution of water for both domestic and productive purposes?



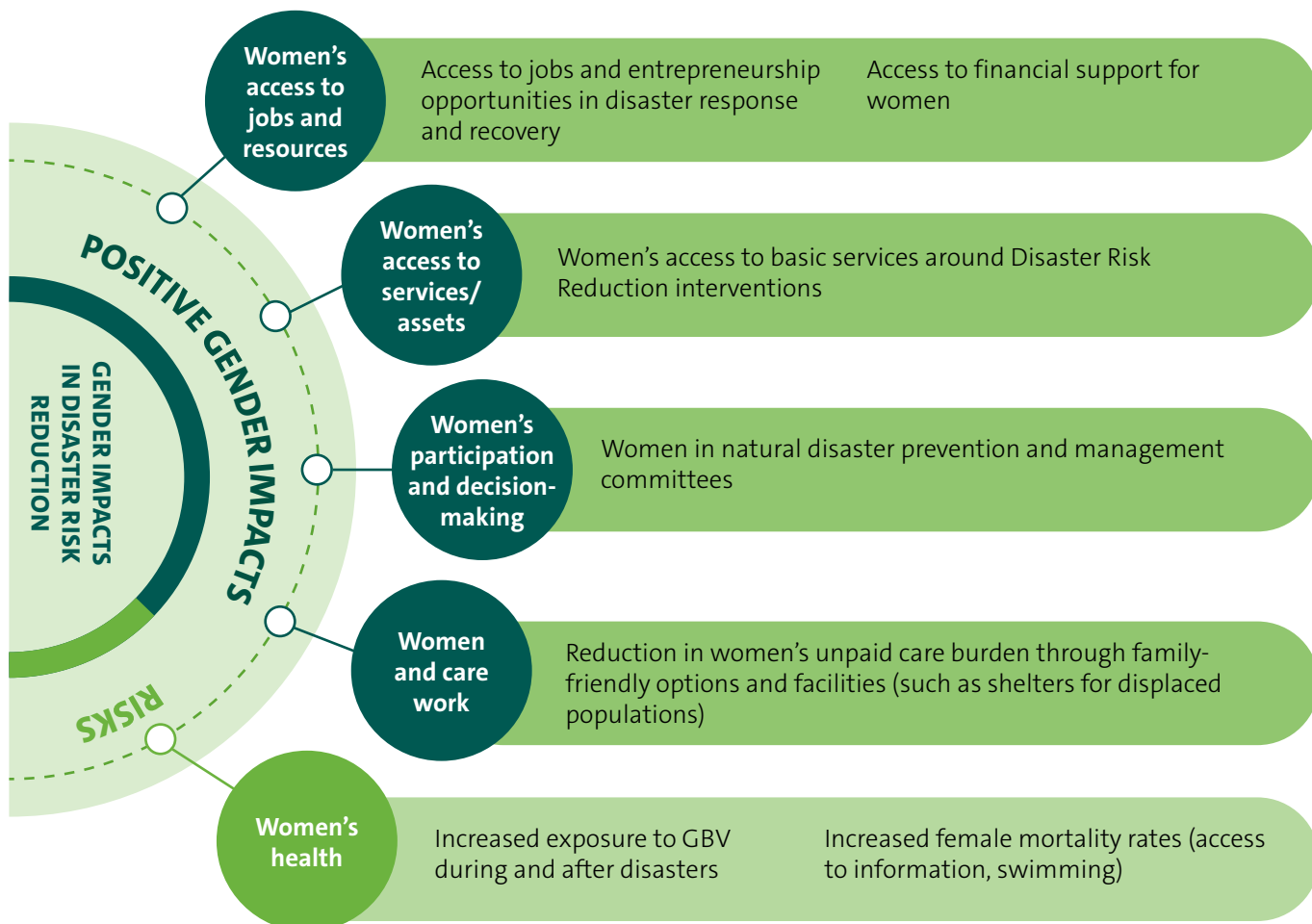
# Module 8

## Gender equality in climate change and green transition policies – Disaster Risk Reduction



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### Examples of potential gender impacts in Disaster Risk Reduction



# Checklist : Gender equality in climate change and green transition policies – Disaster Risk Reduction

## Opportunities for women's empowerment through Disaster Risk Reduction policies

1

Are adaptation actions planned in the policy to reduce risk of disasters likely to have any impacts on women and girls or inequalities between women and men, in relation to :

- Women's and men's existing livelihoods and their ability to maintain or transition to climate-resilient sources of income?
- Opportunities for women and men to access new jobs created as a result of adaptation measures, including in disaster response and recovery?
- Women's unpaid care responsibilities and the availability of family-friendly options that reduce their unpaid care work (e.g., safe shelters, childcare facilities)?
- Exposure to gender-based violence before, during, and after disasters, particularly in displacement settings or through high-risk coping mechanisms?
- Women's and men's health, including access to gender-responsive healthcare, nutrition, mental health support, and sexual and reproductive health services?
- Women's participation and leadership in disaster prevention, preparedness, and response mechanisms, including their role in decision-making bodies?
- Women's access to financial support and resources for rebuilding livelihoods, including credit, grants, insurance, and other financial instruments?
- Women's access to basic services in disaster risk reduction interventions, such as safe water, sanitation, transportation, and emergency response facilities?
- The integration of gender-sensitive infrastructure and services in disaster-prone areas to support displaced populations and reduce women's unpaid care work?
- The reduction of female mortality rates through improved access to gender-responsive disaster preparedness, early warning systems, and life-saving skills training (e.g. swimming, first aid)?

2

Are any of the above impacts likely to affect young women/men in particular? Which ones?

3

Are actions expected to address women's increased vulnerability to disaster-related mortality and morbidity, and to economic and non-economic losses? How?

# Module 9

## Financing for gender equality in NDCs



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### Checklist to identify opportunities for financing gender equality priorities in the NDC

#### Financing for gender equality in NDCs

1

What financing strategies, mechanisms or plans to support financing of the NDC can be used to support gender equality actions?

- Conduct research to assess women's barriers and needs to adapt to climate change and to access green and climate finance
- Implement sex-disaggregated data monitoring and analysis to track financial flows to gender-focused climate actions
- Identify and include gender actions in the NDC financing plan
- Design public budgets allocating financial resources to finance gender-specific activities in the NDC
- Design Gender KPIs and/or gender-windows as part of national green / climate financing schemes
- Design and implement mechanisms and instruments to finance climate programs and initiatives that respond to specific needs of women in climate-affected settings
- Design and implement mechanisms to support women to participate in economic opportunities in the green economy and green transition
- Establish grants to support capacity building activities of women to access green finance
- Include the equal participation of women, men and vulnerable groups in financing decision-making processes at all levels including budget, investment and fiscal or financial policy tools, etc.

2

Are there actions included in the NDC/NDC Financing Strategy to support women's participation in the green economy in relation to?

- Design fiscal policy instruments with a gender lens, including carbon taxes, to ensure that parts of the proceeds are channeled toward gender-transformative projects and/or women-led businesses and grassroots organizations
- Design and implement national climate funds and national funds for green economy with a gender lens or earmark gender windows as part of national green / climate financing funds
- Support the development of gender-transformative project proposals for climate and green vertical funds targeting women-led businesses and grassroots organizations
- Support the development of national social/green/sustainable finance taxonomy or catalogue with a gender lens and through an inclusive process
- Promoting green and climate finance mechanisms and schemes adapted to women in the green economy
- Support issuance of social/sustainable bonds with a gender lens by governments, municipalities and private sector
- Support gender-sensitive carbon markets development, payment for ecosystem schemes and other results-based financing schemes or credit schemes targeting women-led MSMEs and grassroots organizations
- Gender-sensitive health, agriculture, and disaster insurance schemes (at micro, meso, and macro level) targeting gender-transformative project proposals and/or women, and their business or grassroots organizations
- Put in place guarantee funds to de-risk financing for women entrepreneurs and grassroots organizations in agriculture, forestry, waste management, renewable energy, etc.
- Develop and foster partnerships with private sector and innovative instruments such as enterprise's corporate social responsibility (CSR), faith-based finance, impact investing for gender equality
- Leverage financial markets through blended finance, guarantees, credits, carbon finance, etc. to support climate and green activities and support women's adaptation and resilience in climate change settings
- Design and implement enabling policy and regulatory environment actions to support financial institutions to develop inclusive finance products and services that are tailored to the needs of women (such as inclusive finance, digital finance, gender-sensitive credit, lease, loan, and ESG products)
- Develop and finance anticipatory action mechanisms that are designed with a gender lens and through an inclusive process

## Women's Access to Climate Finance

3

Does the NDC include actions to improve women's access to climate finance in relation to?

- Carrying out research to assess women's barriers and needs to access green and climate finance
- Simplified procedures for small businesses and grassroots organizations to access green and climate finance
- Targeted capacity building and literacy for women entrepreneurs and women-led grassroots organizations on green and climate finance and green entrepreneurship
- Leverage innovative solutions, including digitalization, to support the financial inclusion of women entrepreneurs and grassroots organizations in green sectors

## Annex I. Outline for a gender report of the NDC

1. Background/Introduction
2. Gender issues in Climate Change Mitigation
  - 2.1. Agriculture, Forestry, and Other Land Uses
  - 2.2. Energy
  - 2.3. Transportation
  - 2.4. Other sectors
3. Gender issues in Climate Change Adaptation
  - 3.1. Disaster Risks Reduction
  - 3.2. Other adaptation
4. Gender issues in the Governance of the NDC
5. Gender in the M&E system of the NDC
6. Gender Recommendations for the NDC
7. Financing of Gender Equality in the NDC

Section	Key content	Useful part of the toolkit
<b>Background/Introduction</b>	<ul style="list-style-type: none"> <li>Justification of why gender is integrated in the NDC</li> <li>Reference to analysis of how gender was integrated in the previous NDC</li> <li>Description of the process to integrate gender in the current NDC, including analysis, consultations, and relevant institutional information</li> </ul>	Introduction Annex III. Other useful resources
<b>Gender issues in Climate Change mitigation</b>	<ul style="list-style-type: none"> <li>Identification of impact of climate change on men, women and gender equality in each given sector, identifying potential negative and positive impacts of the actions planned under the NDC</li> <li>Identification of relevant actions to address gender risks/negative impacts of climate change on gender equality and to amplify gender co-benefits in each sector</li> </ul>	Modules 2-6
<b>Gender issues in Climate Change adaptation</b>	<ul style="list-style-type: none"> <li>Identification of impact of climate change on men, women and gender equality, identifying potential negative and positive impacts of the adaptation actions planned under the NDC</li> <li>Identification of relevant actions to address gender risks/negative impacts of adaptation to climate change on gender equality</li> </ul>	Module 3 <i>(questions on coastal ecosystems)</i> Module 7 Module 8
<b>Gender in governance of NDC</b>	<ul style="list-style-type: none"> <li>Mechanisms to ensure adequate participation of women's groups in the process of implementing and monitoring of the NDC</li> <li>Identification of institutional mechanisms to ensure implementation of monitoring of gender actions of the NDC <i>(e.g. participation of Ministry of Gender, or sector gender focal points in NDC monitoring committees)</i></li> </ul>	Module 1
<b>Gender in the M&amp;E system of the NDC</b>	<ul style="list-style-type: none"> <li>Identification of indicators to monitor implementation progress of the NDC gender-related measures/actions <i>(e.g. establishing specific gender indicators, sex-disaggregating indicators, a combination of both)</i></li> </ul>	Module 1
<b>Financing of Gender equality in the NDC</b>	<ul style="list-style-type: none"> <li>Recommendations on how to improve women's access to climate finance</li> <li>Costing and budgeting of gender actions in the NDC</li> <li>Identification of mechanisms to finance gender actions in the NDC</li> </ul>	Module 9 Modules 2-6 <i>(questions on financing)</i>

## Annex II. Sample of Terms of References for a consultant to apply the toolkit in a national policy process

### Consultant to Support the Integration of Gender Considerations in National Determined Contributions (NDCs) and other Climate Change Policies

#### 1. Background

The Government of (xx) is undertaking the review of the National Determined Contribution (NDC 3.0). NDCs are national climate action plans that countries submit to the UNFCCC secretariat under the Paris Agreement, outlining their plans to reduce greenhouse gas emissions and adapt to climate change, with updates required every five years. The last NDC dates from 2020. The NDC 3.0 review process involves a thorough assessment of a country's updated Nationally Determined Contributions (NDCs) under the Paris Agreement. This process ensures that climate commitments align with the latest scientific findings, global climate goals, and national circumstances. It includes stakeholder consultations, technical evaluations, and alignment with long-term emission reduction targets. The review focuses on enhancing ambition, transparency, and implementation strategies to meet the 1.5°C target. Additionally, it considers progress made since previous NDCs, integrating lessons learned, technological advancements, and sectoral policies. The outcome strengthens accountability and fosters global cooperation in climate action.

The transition to a low carbon economy can lead to important socio-economic transformations. Government policies and strategies to mitigate and adapt to climate change and to promote a green transition can help governments achieve their development priorities and leverage the green transformation to deliver other developmental goals. Gender equality and women's and youth em-

ployment are critical priorities across many countries in sub-Saharan Africa. The formulation of climate change and green transition policies such as National Determined Contributions (NDCs) or National Adaptation Plans (NAPs) can help governments accelerate progress on gender equality, leveraging multiple gender equality co-benefits and achieving positive outcomes for women's empowerment while accelerating climate action.

The review and development of NDC 3.0 calls specifically for inclusivity to ensure that marginalized groups—such as women, youth, and vulnerable populations—are part of the decision-making process. Across Africa, there's growing recognition of the need to integrate gender considerations into climate policies, as gender disparities impact vulnerability to climate change.

The Government of (xx), through its Ministry of (xx), the agency responsible for the coordination of the NDC 3.0 is seeking to engage the services of a consultant to support the integration of gender in the review of the NDC 3.0 through targeted technical support, stakeholder engagement, and capacity building.

The consultant will work closely with national stakeholders, including women's groups, government agencies, and development partners to provide technical expertise, conduct capacity-building activities, and develop actionable recommendations for gender-responsive climate policies.

#### 2. Description of Responsibilities

The consultant can apply the Financing Gender Equality in the Green Transition in Sub-Saharan Africa: A Toolkit to Integrate Gender in Climate Policies Toolkit (Gender and NDC Toolkit) to integrate gender equality considerations in the NDC 3.0. In the process, the consultant is expected to perform the following tasks:

## Desk Research & Data Collection

Conduct a desk review of existing national reports, research, and existing policies and programmes in the area of gender and the environment, and gender and climate change, to gather information on the different areas included in the Gender and NDC Toolkit.

Conduct a review of national statistical sources on different aspects of gender and environment and gender and climate change, to gather information on the different areas included in the Gender and NDC Toolkit.

## Apply toolkit during multi-stakeholder consultation

As part of the NDC 3.0 consultation process, facilitate multi-stakeholder consultations with relevant national government agencies, civil society, climate experts, and women's organizations.

Using the Toolkit, facilitate discussions to identify relevant gender impacts and co-benefits of climate change policies across the NDC 3.0 sectors, recommendations on how to address/maximize them, priority recommendations to include in the NDC3.0, and costing of the recommendations.

## Report writing

Using the input from the desk research and consultations phases, draft a gender report for the NDC 3.0 summarizing findings from the desk review and consultation process. The report should include key gender impacts and co-benefits identified per sector; recommendations to include in the NDC 3.0; gender indicators to assess progress in implementing gender actions of the NDC 3.0; and cost and potential financing mechanisms for the implementation of gender recommendations.

## Integration of Gender in NDC and its Financing Plan

Support the drafting and review of the NDC document/s to ensure that gender recommendations are included in the NDC review, that gender is included in the governance section of the NDC to ensure that mechanisms exist to monitor the implementation progress of gender recommendations; gender recommendations and properly costed and included in the financing plan of the NDC.

## 3. Required Qualifications Education

Master's degree or equivalent in gender analysis, sociology, development studies, economics, or public policy.

## Experience

- At least 7 years of progressively responsible work experience in gender, climate change, environment.
- Previous experience in policy analysis and research in the area of gender and climate change.
- Knowledge of NDCs, the Paris Agreement, and UNFCCC frameworks is an asset.
- Excellent analytical and drafting skills.
- Experience designing and delivering multi-stakeholder consultation processes in the area of gender.



## Annex III. List of additional resources on Gender and Climate Change

### Related UN Women Publications

- Gender Equality and Climate Policy Scorecard, UN Women and IUCN [Link](#)
- Tools for a Gender-Responsive Transition to the Green Economy: A Step-by-Step Methodology to Integrating Gender in Long-Term Low Emissions Development Strategies (LT-LEDS) Based on the Case of Burkina Faso [Link](#)
- Practical Guidance on Developing an Assessment Report on the State of Gender Equality and Climate Change, UN Women [Link](#)
- Tackling Violence Against Women and Girls in the Context of Climate Change, UN Women and IUCN [Link](#)
- Unpacking Gender Integration in Nationally Determined Contributions (NDCs) of Asia-Pacific Countries [Link](#)
- Feminist Climate Justice: A Framework for Action, UN Women (2023) [Link](#)
- The Climate-Care Nexus: Addressing the Linkages Between Climate Change and Women's and Girls' Unpaid Care, Domestic, and Communal Work, UN Women (2023) [Link](#)

### Complementary Tools

- IGES NDC Database [Link](#)
- WWF NDC Checklist [Link](#)
- GIZ Sectoral Implementation of NDCs [Link](#)
- NDC 3.0 Navigator [Link](#)

- NDC Handover Checklist [Link](#)
- Pocket Guide to NDCs, UNEP [Link](#)
- Training Module : Gender and Climate Finance, UNDP [Link](#)
- Gender Equality in National Climate Action: Planning for Gender-Responsive NDCs, UNDP (2017) [Link](#)
- Gender Analysis and NDCs: Short Guidance for Government Stakeholders, UNDP (2019) [Link](#)
- Gender-Responsive Indicators for NDC Implementation, UNDP (2020) [Link](#)
- Key Elements to Include Gender Equality and Women's Empowerment in Climate Policies and NDCs, UNDP (2021) [Link](#)
- A Framework for Enhancing Gender and Poverty Integration in Climate Finance, UNDP (2021) [Link](#)
- Gender-Responsive Climate Budgeting Handbook, UNDP (2021) [Link](#)
- SDG Climate Action Nexus Tool (SCAN) [Link](#)

### Other Resources

- Green Jobs for Women in Africa, AfDB, UN Women (2021) [Link](#)
- Official Link to NDCs [Link](#)
- Gender-Responsive Climate Action in Africa, UNDP [Link](#)
- A Rapid Analysis of the Gender Intentionality of Africa's NDCs [Link](#)
- Accelerating Inclusive Gender-Responsive Climate Finance for NDCs – Lessons from Antigua and Barbuda [Link](#)

# FINANCING GENDER EQUALITY IN THE GREEN TRANSITION IN SUB-SAHARAN AFRICA: A TOOLKIT TO INTEGRATE GENDER IN CLIMATE POLICIES

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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